Project *Minuteman*

The Power of Knowledge!

Orientation Brief

J Staff Directorates

COL Steve Sarcione

13 December 2005

DEPARTMENTS OF THE ARMY AND THE AIR FORCE
NATIONAL GUARD BUREAU
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NGB-ZC-PMO

SEP 13 2005

MEMORANDUM FOR

Director, Army National Guard
Director, Air National Guard
Director, Joint Staff

SUBJECT: Project *Minuteman*

1. I strongly endorse Project *Minuteman* and the Performance Management Office (PMO) that was established to link strategy with the resources needed to enhance the readiness of the National Guard. Project *Minuteman* directly supports the process of transforming the National Guard Bureau into a more effective organization in support of the Department, Combatant Commands, Services, Governors and our Adjutants General. The goal is to achieve full operational capability by FY 2006 with the end state strategically linking National Military Strategy (NMS), Secretary of Defense and Chairman Joint Chiefs of Staff directives through the National Guard Strategic Plan to all National Guard day-to-day activities.

2. Project *Minuteman* will serve as a powerful enabler to help institutionalize the National Guard's role in NMS by creating a comprehensive *Minuteman* Knowledge System. Project *Minuteman* will facilitate the National Guard Bureau to become even more relevant in its strategically linked role of contributing to our national security.

3. I ask that you and your staff become active participants in Project *Minuteman*. The PMO is assigned under my Assistant with COL Steve Sarcione serving as the project lead. Accordingly, I have directed COL Sarcione to provide you an overview brief within the next 30 days. Our timeline is aggressive, but achievable. I remain committed to creating a joint, strategically linked, process-oriented organization that is fully capable of meeting our nation's needs.

H STEVEN BLUM
Lieutenant General, US Army
Chief, National Guard Bureau

PURPOSE

- **To provide an overview of Project *Minuteman*.**
- **To begin strategic alignment and dash board development.**
- **To prepare for development of the Activity Based Management Model including project workshops.**

The Foundational Imperative……

- **Trained and Ready National Guard Soldiers and Airmen**
- **With ready equipment**
- **Who can deploy on time**
- **And contribute to winning the fight!**
- **A professional environment that will attract and retain Soldiers, Airmen, Leaders and Employees that will make the imperative happen!**

Paradigm Shift

- ***FROM*** “It’s the way we’ve always done it” ***TO*** An enthusiastic, innovative environment with a customer focused, process oriented management scheme geared toward continuous improvement.”
- ***FROM*** “Budgeting based on “adjustments to last years budget” ***TO*** “An understanding of what we are required to do to support our mission, the activities inherent in the requirement, and the cost associated with those activities.”
- ***FROM*** A “budget driven environment” ***TO*** A “customer/product driven” environment.
- ***FROM*** a relatively “fat environment” ***TO*** A “lean and efficient, effective environment.”

What is *Project Minuteman?*

- **A *Strategic Performance Management* System with embedded *Activity Based Management* software to assist with budget formulation resourcing decisions and other critical information needs.**

- **An Enterprise *Knowledge Management System*.**

What *Project Minuteman* does

- **Supports DOD's implementation of DRRS (J3, G3, A3)**
- **Creates a powerful Enterprise Knowledge Management System. (J5, J6)**
  - **Strategic alignment throughout the National Guard.**
  - **Links to existing authoritative source systems.**
- **Feeds the manpower system to create a Most Efficient Organization (MEO)(J1, G1, A1)**
- **Leverages existing ARNG SRS efforts (G3)**
- **Assists ANG with development of Balanced Scorecards that are strategically linked.**

What Project *Minuteman* does.

- **Provides real time, predictive institutional and operational (readiness, resource, structure, infrastructure, contingency) data for timely, accurate decision making at all levels.**
- **A "Joint" Strategic Performance System fully supporting the transformation of the National Guard.**
- **First DOD Strategic Performance Management System.**
- **Syncs with NORTHCOM strategic Performance Management System.**

The Basic Concept

National Security Strategy

National Defense Strategy

National Military Strategy

NGB & Services Strategy (Vision & Priorities)

The ability to view the Enterprise in real-time from macro to micro, clearly determine status, conduct extensive analysis, and make informed decisions!

NGB/DARNG/DANG Mission

Core Competencies, Capabilities

Processes, Programs

Sub-Processes, Dimensions

Tasks or Activities

Resources

HOW WILL WE DO THIS?

- **Build the first DOD Enterprise Management System; real time, predictive.**
- **Strategic linkage**
  - **National Military Strategy and Civil Support**
  - **The National Guard purpose and mission:**
    - **Provide trained and ready forces in the right mix to enable successful fulfillment of National Military Strategy and Civil Support.**
    - **To fulfill the pertinent requirements contained within NMS as expressed by the SECDEF and CJCS.**

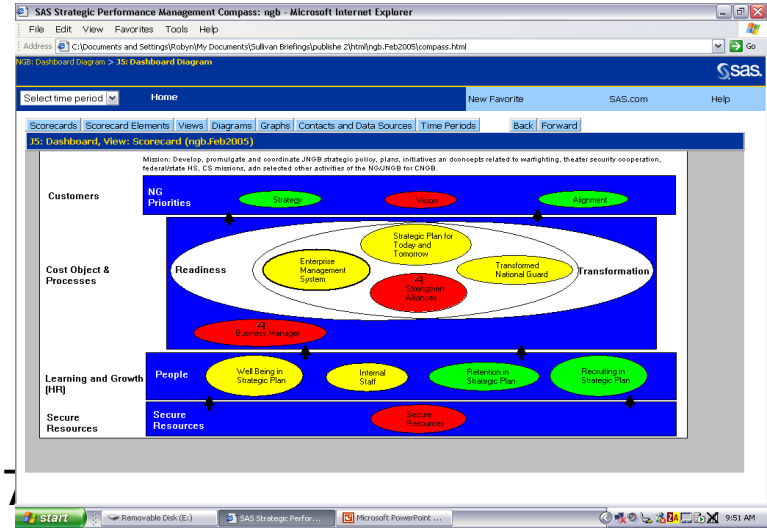
HOW WILL WE DO THIS?

Requires a total team effort.

- **Build dashboards (mission maps) and strategic plans.**
- **Build Action Plans.**
- **Implement SPM/ABM.**
- **Link day-to-day activities to strategic plan.**
- **Use activity lists “JMETL” as start point; ABC model**

EXPECTED OUTCOMES

- Completed ABM 6.2 Model.
  - Linked to appropriate financial systems.
- Dashboard Linked to ABM Model (SPM).
- Recommended process improvements.
- Identify total resource requirements for FOC.
- E-architecture in place.
- Management buy-in.



From a multitude of vacuum integrated efforts and initiatives……..

Minuteman Knowledge Management System

National Security Strategy
SECDEF, CJCS Guidance
National Guard Strategic Plan
Strategic Readiness System
Strategic Performance Management
Emerging Systems
National Military Strategy
MFFI
Transformation
Readiness
Activity Based Management
Portal Management
FYDP
Manpower
Balanced Scorecard
DOD, Service Initiatives
Contracts
Training T2
PPBE
JStaff. Directorate Initiatives
JSCP
Recurring data calls
Recruiting, Retention
FCS

Not fully coordinated, integrated, integration, or synchronized

to a synchronized, system!

Continuous Improvement.. Vertical and horizontal synchronization

WHERE NEXT?

- **Develop SPM model**
  - **Dashboards**
  - **Measures**
  - **Design e-architecture**
- **Workshop # 1 approach**
  - **Confirm "JMETL" is integrated into the O & F Manual, review and validate.**
  - **Identify authorities for functions.**
  - **Align functions to Cost Objects.**
  - **Recommended Process Improvements.**

WHERE NEXT?

- **Workshop #2 approach**
  - **Develop frequencies & cycle times for each "JMETL" activity.**
  - **Develop performance measures for each "JMETL" activity:**
    - **Quality**
    - **Quantity**
    - **Timeliness**
    - **Cost**
  - **Identify automated systems to link to "JMETL" activities.**
  - **Recommend Process Improvements.**

PRECISe Portal - Microsoft Internet Explorer

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PRECISe

The National Guard's Eyes & Ears

Zulu: 15:08:41
Local: 10:08:41

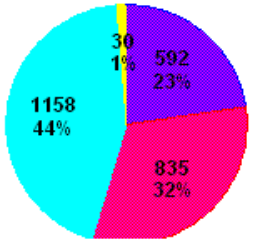
Blank | Dev Team | Task Order 3 | Blank | NG Manpower | NG Equipment | Inauguration | New | Manage | Configure | Reset

Mission Status

(as of 0000 hrs) Show: All States

Projected End: This Year

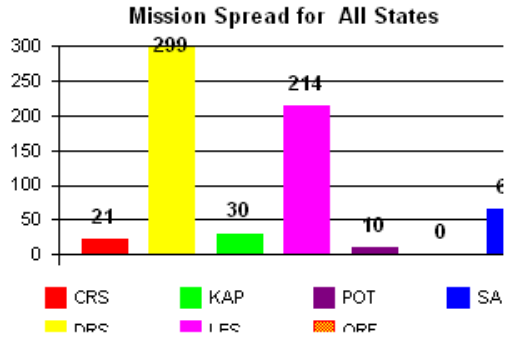
Data Source: OTRS



Mission Spread

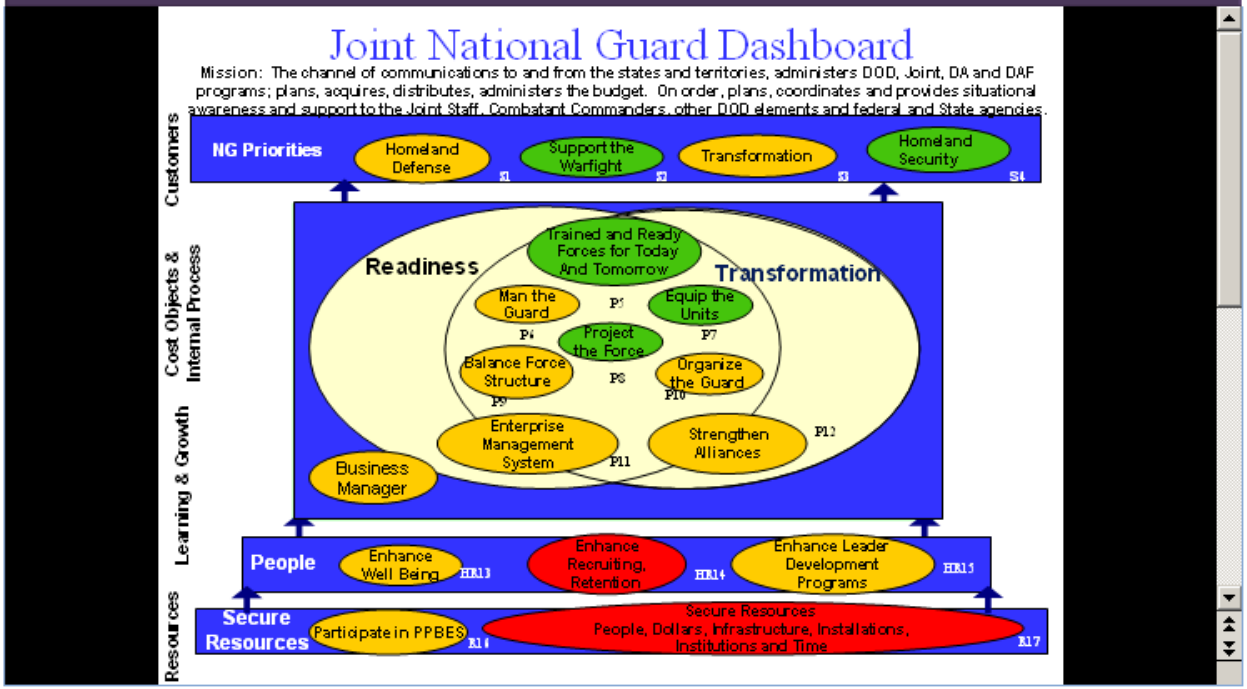
as of 0000 hrs Show: All States

Data Source: OTRS



DoD Telephone Directory

NG Balanced Score Card


Joint National Guard Dashboard
Mission: The channel of communications to and from the states and territories, administers DOD, Joint, DA and DAF programs; plans, acquires, distributes, administers the budget. On order, plans, coordinates and provides situational awareness and support to the Joint Staff, Combatant Commanders, other DOD elements and federal and State agencies.
Customers
NG Priorities
Homeland Defense
Support the Warfight
Transformation
Homeland Security
Cost Objects & Internal Process
Readiness
Trained and Ready Forces for Today And Tomorrow
Transformation
Man the Guard
Equip the Units
Project the Force
Balance Force Structure
Organize the Guard
Enterprise Management System
Strengthen Alliances
Business Manager
Learning & Growth
People
Enhance Well Being
Enhance Recruiting, Retention
Enhance Leader Development Programs
Resources
Secure Resources
Participate in PPBES
Secure Resources
People, Dollars, Infrastructure, Installations, Institutions and Time

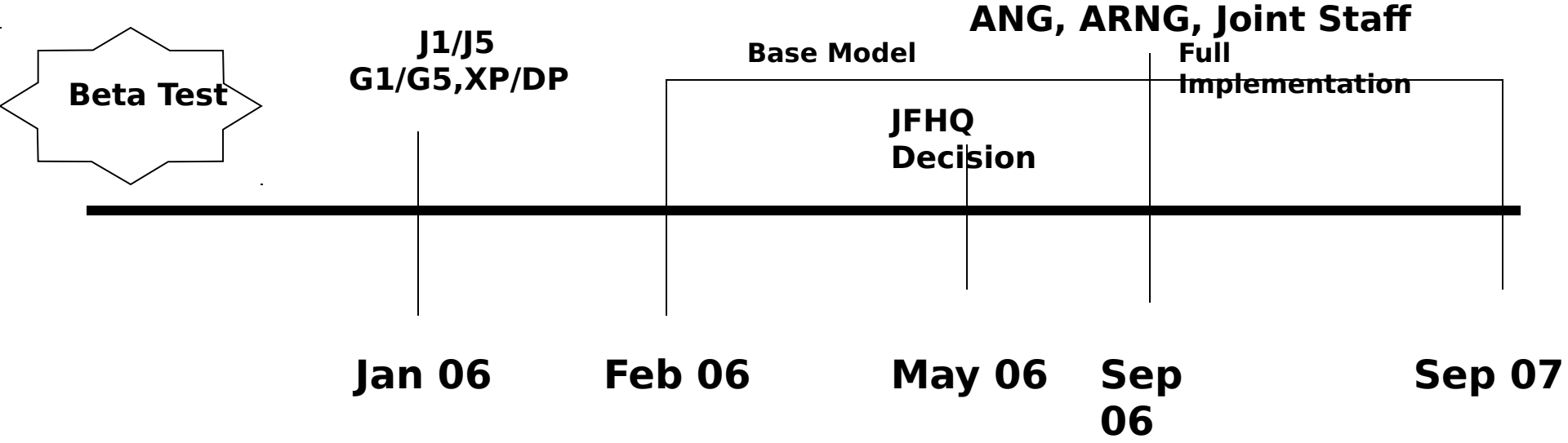
My Email

Inbox Drafts Sent Items New Message

From	Subject	Received	Size
Date: Today			
Tshiteya, Rene M Mr NGB-ARNG	Accepted: NGB J...	Fri 2/25/2005 9:12 AM	1 KB
J6/CIO Conference Room A (7400)	Accepted: NGB J...	Fri 2/25/2005 9:12 AM	837 B
Horan, Melissa M. NGB-J6	Out of Office Aut...	Fri 2/25/2005 9:10 AM	368 B
Asbell, Billy Col NGB-DM	CGOC Support of ...	Fri 2/25/2005 7:52 AM	5 KB

Start | PRECISe Portal - Micr... | Inbox - Microsoft Outlook | 10:08 AM

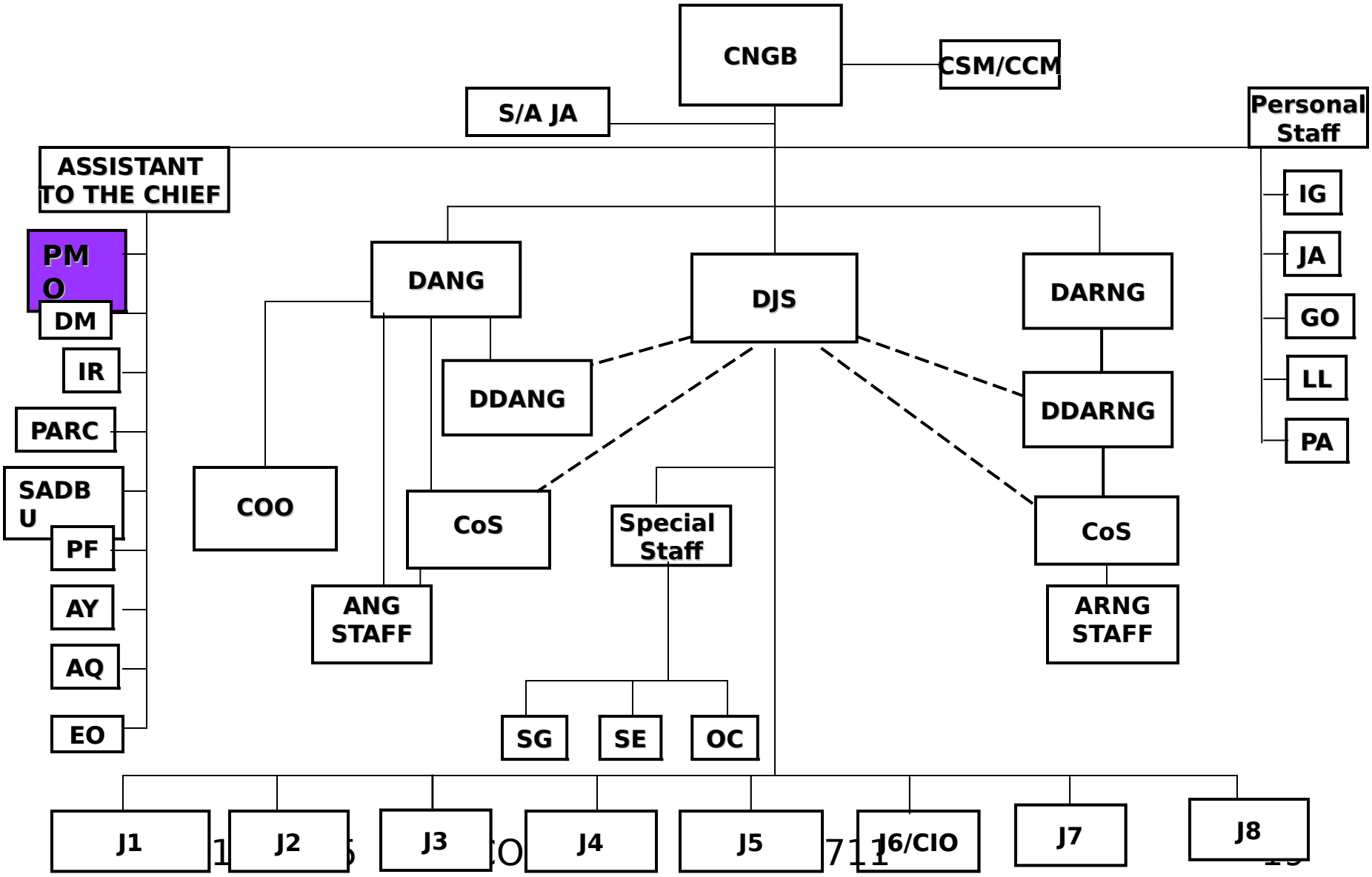
Project *Minuteman* Timeline



Where next?

- **IPRs for the Joint Staff, ANG and ARNG Directors.**
- **Team with ARNG/ANG staff.**
- **Distribute/refine handbook.**
- **Training.**
- **Develop/refine Balanced Scorecards.**
- **Implement software (tools).**
- **Link to source systems.**
- **Collaborate with US NORTHCOM.**
- **Plan for JFHQ implementation.**

NGB Organizational Chart



End State

Transformed National Guard

- **Trained, ready, and essential.**
- **Tool that supports JFHQ-State mgt.**
- **The DOD Enterprise Management System model.**
- **Meets Government Performance and Results Act (GPRA).**
- **Addresses President's Management Agenda (PMA) Initiatives.**

SUMMARY

- **To build an organization which produces trained, ready, rapidly deployable soldiers and airmen with ready equipment which provides a sense of well-being that will attract and retain soldiers, airmen, employees and their families….at optimal cost.**

“Transformation is a continual process, not an end state. We must transform if we are to meet future challenges. Transformation is concepts and practices, technologies and capabilities, roles and missions, organizational structures, internal processes, doctrine and education, personnel policies, and much more. It applies to all--Active, Guard, and Reserve; officer and enlisted; and military and civilian.”

General Peter Pace, USMC, Chairman of the Joint Chiefs of Staff 1 October 2005

Minuteman Knowledge Management System (*M*Know)

The Power of Knowledge!

Questions and Discussion.